

Fingerprint Cards AB

Remuneration report 2025

Introduction

This report describes how the guidelines for remuneration of senior executives of Fingerprint Cards AB, adopted at the 2024 Annual General Meeting (AGM), were implemented in 2025. The report also provides information on remuneration paid to the Chief Executive Officer (CEO). The report has been prepared in accordance with the Swedish Companies Act and the *Rules on Remuneration of the Board and Executive Management and on Incentive Plans* issued by the Swedish Corporate Governance Board.

Further information on remuneration of senior executives is available in Note 7 of the Annual Report ([Employees, personnel costs and remuneration of senior executives and Board members]). Information on the Remuneration Committee's work in 2025 is presented in the Corporate Governance Report contained in the 2025 Annual Report.

Remuneration of the Board of Directors is not covered by this report. Such remuneration is resolved annually by the AGM and disclosed in Note 7 of the 2025 Annual Report.

The company's development in 2025

The CEO summarizes the company's overall performance in his statement on pages 4–5 of the 2025 Annual Report.

The company's remuneration guidelines: scope, purpose and deviations

A prerequisite for sustainable and successful implementation of the company's business strategy and achievement of its long-term interests is that the company is able to attract, engage, develop and retain qualified employees. The company's remuneration guidelines are designed to ensure that the company can offer executives competitive total remuneration.

According to the guidelines adopted by the 2024 AGM, Fingerprint Cards shall offer remuneration to senior executives comprising fixed salary, variable remuneration, pension and customary insurance cover. The remuneration of senior executives shall be market based, and variable remuneration shall be based on predetermined goals. Any variable remuneration paid to senior executives may be based on both corporate parameters (such as revenue, operating result and liquidity) and individual targets. The total remuneration shall, when considered overall, entail a sound balance between, on the one hand, the company's interest in motivating and rewarding executive management and, on the other hand, maintaining the company's cost effectiveness.

The guidelines are presented in the 2025 Annual Report.

During 2025, the Company implemented the long-term incentive programs Employee Stock Option Program 2025/2028 (for employees, including the CEO and other senior executives) and Employee Stock Option Program 2025/2029 (for Board members). The programs were adopted by the Annual General Meeting on June 24, 2025, and are described in Note 55 Employee Stock Options in the 2025 Annual Report.

Allocation of employee stock options (Employee Stock Option Program 2025/2029)

- Christian Lagerling, Chairman of the Board: 56,907
- John Lord, Board member (resigned from the Board in February 2026): 28,453
- Carl Johan Grandinson, Board member: 28,453

The options were granted on July 14, 2025.

Main terms and conditions for Employee Stock Option Program 2025/2029

- The granted options are subject to vesting, whereby one quarter of the options vest on September 1, 2026, 2027, 2028, and 2029, respectively.
- As a general rule, the options lapse if a participant's Board assignment with Fingerprints ends during the vesting period. However, certain exceptions apply (so-called Good Leaver situations), where only the unvested portion of the options lapses. Examples of Good Leaver situations include retirement, serious illness, or death.
- Vested options may be exercised between September 1, 2029, and November 1, 2029, provided that the exercise price condition is met.
- The exercise price corresponds to 175 percent of the share price after the record date for the share consolidation. This means that participants will receive no benefit from the program unless the share price increases by at least 75 percent.

Allocation of employee stock options (Employee Stock Option Program 2025/2028)

- Adam Philpott, CEO: 92,949
- Fredrik Hedlund, CFO: 53,113
- David Eastaugh, Chief Strategy & Technology Officer: 39,835

The options were granted on July 14, 2025.

Main terms and conditions for Employee Stock Option Program 2025/2028

- The granted options are subject to vesting, whereby one third of the options vest on September 1, 2026, 2027, and 2028, respectively.
- As a general rule, the options lapse if a participant's employment with FPC ends during the vesting period. However, certain exceptions apply (so-called Good Leaver situations), where only the unvested portion of the options lapses. Examples of Good Leaver situations include retirement, serious illness, death, or redundancy.
- Vested options may be exercised between September 1, 2028, and November 1, 2028, provided that the exercise price condition is met.
- The exercise price corresponds to 150 percent of the share price after the record date for the share consolidation. This means that participants will receive no benefit from the program unless the share price increases by at least 50 percent.

The auditor's statement regarding the Company's compliance with the guidelines is available at <https://www.fpc.com/se/investerare/bolagsstyrning/bolagsstammor/aarsstamma-2026/>. No remuneration has been reclaimed during the year.

Table I – Total remuneration of the CEO for 2025 (KSEK)

| Name of executive (position) (2) | | 1 Fixed salary and benefits | | 2 Variable remuneration | | 3 Extraordinary items | 4 Pension costs | 5 Total remuneration | 6 Proportion of fixed/variable remuneration (%) |
|----------------------------------|------|-----------------------------|----------------|-------------------------|------------|-----------------------|-----------------|----------------------|-------------------------------------------------|
| | | Basic salary | Other benefits | One year (1) | Multi-year | | | | |
| Adam Philpott (CEO) | 2025 | 3,982 | 23 | 4,191 | | | 98,0 | 8,294 | 48% / 50% |

1) Fixed salary and benefits

Basic salary

Adam Philpott (CEO) KSEK 3,982

Other benefits

Adam Philpott KSEK 23 relating to mileage allowance and travel expenses.

2) Variable remuneration

One year (1)

Adam Philpott bonus of KSEK 4,191 relates short-term incentive bonus.

3) Extraordinary items

4) Pension costs

Pertains to premium payments to an occupational defined-contribution pension scheme in 2025.

Adam Philpott KSEK 98

5) Total remuneration

Adam Philpott KSEK 8,294

Share-based remuneration

There are an ongoing long-term share-based incentive programs in the company. Employees, senior executives and Board members were awarded stock options during the year.

Application of performance criteria, variable cash remuneration

The performance criteria for the CEO's variable remuneration were selected to realize the company's strategy and to promote the company's long-term interests. When choosing performance criteria, the strategic targets and short and long-term business priorities for the year were taken into account.

Comparative information concerning changes in remuneration and company performance

Table 2 – Change of remuneration and company performance over the last five reported fiscal years (RFY) (MSEK)

Since this document constitutes the fifth remuneration report prepared by Fingerprint Cards AB, the table below **only includes information concerning the 2021, 2022, 2023, 2024 and 2025 fiscal years.**

| | RR 2021 | RR 2022 | RR 2023 | RR 2024 | RR 2025 |
|--------------------------------------------------------------------------------|-------------|---------------|---------------|---------------|--------------|
| Remuneratin of CEO | 11,9 | 22,3 | 7,5 | 5,1 | 8,3 |
| Consolidatet Operating result ³⁾ | -7,6 | -631,0 | -320,4 | -521,7 | -53,8 |
| Average remuneratin of full-time numbers of employeed in Parent company | 0,8 | 1,0 | 1,1 | 1,0 | 1,0 |

- 1) Excluding members of the Group Management. The remuneration consists of basic salary, other benefits, variable remuneration and pension costs, which are the same components included in remuneration of the CEO (Table I). Total remuneration has been divided by the average number of full-time employees in the Parent Company, excluding the members of Group Management, to calculate the average remuneration.
- 2) Amounts relating to the CEO pertain to paid amounts. Amounts in the Annual Report relate to recognized amounts.
- 3) The Group's results include discontinued operations.